

Minutes
Board of Trustees
United Community Corporation
April 21, 1966

Present: C. Willard Heckel, President, Presiding; Mrs. Ceil Arons
Aldo Giacchino Proxy for Mayor Hugh J. Addonizio, Robert
Curvin, Msgr. Joseph Dooling, Ralph T. Geller, Miss
Dorothy Gould, Miss Hilda Hidalgo, Rev. Kinmoth W.
Jefferson, Edward A. Kirk, Mrs. Grace Malone, Zain Matos,
Fred Means, Mrs. Estelle Pierce, Irving Rosenberg, Rabbi
Jonathan J. Prinz, Willie Wright, Mrs. Dorothy Cole,
Joseph Chaneyfield, Rev. Joseph Stulb, Mrs. Edna Thomas
Melvin Higgins, Mrs. Wyla Mae McClain, Mrs. Bernice Scott,
Rev. Gordon Foster, Mrs. Cora Givens, Charles Mabray,
Joseph Nevin, and Sidney Reitman, Legal Counsel.

Guests: Dr. Milton E. Akers, Newark Pre-School Council;
Dr. Leontine Young and Mrs. Bess Norman, Child Service
Association, Edward Lee, Fuld Neighborhood Home; George
Gregory and Mrs. Helen Winters, Education Task Force; and
Mrs. Rebecca Andrade, Community Action Task Force.

Staff: Cyril D. Tyson, Donald M. Wendell, James H. Blair,
Dean Harrison, Carol Popet, Francis Warren, Albert Alba,
Norman Steinlauf, Dr. Thomas Flagg and Beatrice V. Basley.

The meeting was held at the offices of Area Board II, Operation We Care,
415 Springfield Avenue.

MINUTES: The Minutes of the meeting held February 17 were adopted.
The minutes of March 17 were deferred to the next meeting.

AUDIENCE

PARTICIPATION Rev. Seymour Everett, Acting President of Area Board III
expressed concern over the Area Board's lack of response
to several letters written to the Executive Director, one of which
asked for permission to run the block recreation program in the area,
and letters to the Board of Trustees. He also expressed concern about
the lack of interest of the Corporation in the Area Boards, the failure
to provide adequate programs and adequate staff. In addition, he said,
the physical condition of the Area Board space is not good and inadequate
for their needs.

Mr. Tyson said that in the beginning and up to now we perceived total involvement of the people with the possibility that Area Boards would set up their own corporate structures to run programs geared to needs of the community and Area Board III had done this in terms of one proposal for a community center; Area Boards are also organized to make it possible to have representatives involved in programs, planning and policy making; and there should be involvement in all anti-poverty programs within the City.

He said all Area Boards have representatives on all Task Forces and programs funded through the Corporation and these representatives should be reporting back to the Area Boards.

We are moving to consummate an agreement with the Blazer Work Training Program to maintain the floors in central office and the Area Boards.

All of our Area Board staff is inadequate to meet the need and we are hoping that the budget will be approved as submitted so we can provide additional staff.

Mr. Tyson suggested that the Area Board itemize all of its concerns in writing and submit them to Mr. Blair. Those things we can take care of will be done as soon as possible. As for the letters to UCC and the Board, he said, only one letter has been received and that one was about the block recreation program and we have asked the Regional Office for guidelines.

After more discussion, Rabbi Prinz MOVED that staff look into the areas of concern presented, meet with the Area Board and work out the problems and report at the next Board meeting what has been done. The MOTION WAS SECONDED AND PASSED.

PROGRAM COMMITTEE There was brief discussion about the membership of the Program Committee, the time of their meetings and a recommendation that there be Area Board Representation. Dean Heckel said he is waiting until after the May membership meeting to take action in regard to expansion of all committees.

PRE-SCHOOL COUNCIL Mr. George Gregory presented the recommendations of the Education Task Force on the Pre-School Proposal. All recommendations were moved for adoption as follows:

1. Delete psychological testing for staff.
- SECONDED AND PASSED.

2. The Task Force recommends rejection of the Program Committee's recommendation to change the title of teacher assistants to classroom assistants. **SECONDED AND PASSED.**

3. The Task Force recommends rejection of the Program's Committee's recommendation to reduce the salary of social service workers from \$8500 to \$7500. **The MOTION WAS SECONDED.**

There was considerable discussion on this because some Board members felt that the lower salary would be comparable to the going rate and would prevent pirating of other agencies. **THE QUESTION WAS CALLED AND PASSED BY A VOTE OF 14 FOR AND 6 AGAINST.**

4. Instead of hiring 30 full time and 30 half time community service workers, that 45 full time workers be hired. **THE MOTION WAS SECONDED AND PASSED BY MAJORITY VOTE.**

5. Change the title of Public Relations Director to Public Information Director. **SECONDED AND PASSED.**

6. Change the title of Assistant to Director in charge of equipment and materials to Purchasing Agent. **SECONDED AND PASSED.**

7. Increase the secretarial staff from 2 secretaries to 5. **SECONDED AND PASSED.**

Mr. Gregory reported that the sponsoring agency has accepted the recommendations as presented and the Task Force recommends the Board of Trustees approve the proposal for submission. **SO MOVED AND SECONDED.**

In the discussion that followed a question was raised about the inability of Pre-School to enroll the 3000 children proposed in last year's budget and the increased cost of this year's budget. Rev. Jefferson said that 2100 children are presently enrolled and full enrollment was not reached because of the inability to secure enough classroom space. He said that 25 classes will open around May 1 for two months and full enrollment will be obtained. The increased cost in the new budget results from reimbursement for space.

Questions were also raised about the number of children enrolled as opposed to daily attendance; and were all the children from pre-school classes to be enrolled in Head Start?

Mrs. Andrade said in target areas such as Area II there are 34 classes most of which are on half-day sessions, Area III has 32 classes on half-day session and the attendance is 75 to 80 % of enrollment. She said they are working to get proper attendance records. In terms of enrollment in Head Start, it is anticipated that all Pre-school children will enter that program, and Pre-School will have a full enrollment this September since they accept children born between September 1 and December 31.

Mr. Gregory read another recommendation from the Task Force to transfer \$120,000 in item 50 under consumable supplies to line 38 under rental of classroom space. IT WAS SO MOVED TO AMEND THE MOTION TO INCLUDE THIS ITEM AS NOTED. THE AMENDMENT WAS SECONDED. THE QUESTION WAS CALLED AND THE PROPOSAL WAS APPROVED AS HERETOFORE AMENDED.

CHILD SERVICE

ASSOCIATION PROPOSAL: Mr. Gregory said that the Education Task Force recommended the Board of Trustees approve the proposal of the Child Service Association.

Mrs. Norman of the Association said this proposal is very similar to the proposal just approved except that children involved are from disorganized homes, the age limit is flexible and includes some children under 4 years old. She added that the Task Force recommended no changes in the proposal.

IT WAS MOVED AND SECONDED TO ADOPT THE PROPOSAL. Mrs. Arons said the recommendations for changes in the proposal made by the Program Committee had been accepted by the agency.

In response to questions on the breakdown of cost per child and whether or not enrollment could be increased, Dr. Young said the breakdown is \$3,380.78 including each child and his family. In terms of enrollment, she said that in order to increase the number of children the number of families would also be increased. However, if it is at all possible it will be done but she asked the Board to bear in mind that Child Service absorbs the bulk of the cost. THE PROPOSAL WAS APPROVED WITH MISS HIDALGO ABSTAINING.

Mrs. Malone MOVED the Pre-School Council work with the Child Service Association in terms of referral of children so that they and their families can be helped. THE MOTION WAS SECONDED AND PASSED.

OPERATION SALVAGE: Mrs. Andrade reported that the Community Action Task Force had incorporated the Program Committee's recommendations into their own and recommended the proposal be approved. These recommendations follow:

1. Those portions of the staff evaluation not acted upon by the sponsoring agency in the addenda and modifications are incorporated herewith and made a part of the recommendations.
2. The data on welfare recipients should be geared to Newark and to the geographical area to be served.
3. The job descriptions should be rewritten in order to give more flexibility in the hiring of staff.
4. A history of the sponsoring agency should be incorporated into the proposal.
5. The duties of the social workers should be spelled out in specific rather than general terms.
6. In hiring Associates, preference must be given to residents of the geographic area of Newark served by Area Board #2.
7. The Advisory Board will consist of thirty (30) people; twenty-three (23) must be residents of the geographic area served by Area Board #2.
8. The Advisory Board can recommend to the sponsoring agency, qualified persons for staff positions; however, final acceptance or rejection of any such recommendation is the responsibility of the sponsoring agency.
9. Budget will be revised to show necessary break-downs in Equipment and in-kind contributions, etc.

Rev. Stulb, Chairman of Area Board II, said the Proposal, Addenda and Modifications, Recommendations of the Community Action Task Force, and Recommendations of the Program Committee were approved by the Area Board's Board of Trustees with the following observations:

1. It would seem that the program is discriminatory inasmuch as it is directed solely at Negro youth.
2. It would seem that this program would not pass the Regional Office or the Office of Economic Opportunity in Washington

as it is presently structured, since the non-discriminatory pledge must be signed by the sponsoring organization before the proposal is submitted to the Regional Office.

Mr. Ritten Edward Lee, the Executive Director of Fuld Neighborhood House, said that the intent of the proposal was mainly to reach Negro youth but other youth could not be excluded under the terms of the Economic Opportunity Act.

The area in which the proposal will operate is "de facto" mostly Negro, and most of the youth served by this proposal would be Negro. The observation was made that white youth of the Neighborhood could benefit a great deal by many features of the proposal and there would seem to be no reason for excluding them.

IT WAS MOVED AND SECONDED TO APPROVE THE PROPOSAL
WITH THE RECOMMENDATIONS NOTED.

There was discussion about the constant reference to "Negro" in the proposal. Mr. Lee said this proposal is designed for the children in the Central Ward of the City where Fuld Neighborhood House is located. This area, he said, is predominantly Negro but all children within the area can benefit. It was also pointed out that this proposal will help children to know who they are, what they are and how to function in the world they live in. THE PROPOSAL WAS ADOPTED.

REPORT OF PRESIDENT: Dean Heckel reported that the Executive and Program Committees are discussing formulation of policy on program priorities and will present recommendations at the next Board meeting.

REPORT OF EXECUTIVE DIRECTOR: Mr. Tyson reported that Blazer has requested reallocation of funds for two clerk typists at an annual salary of \$4,000. He said money to pay these two staff people will be taken out of accruals. He asked the Board to approve these staff lines so we can submit the request to OEO for approval.
SO MOVED, SECONDED AND PASSED.

Cap Memos

Mr. Tyson said Community Action Program Memos #23 and 24 pertain to our and delegate agencies personnel practices and procedures. He said the delegate agencies have received copies of these memos and we have met with officials in Washington in relation to how they affect our operation.

In addition, we have received a memo relating to Head Start Eligibility Standards which we shared with the Board of Education; a memo relating to reallocation of community action program funds with a deadline date of April 15 for submission. We have asked that programs already submitted but not funded be considered under this reallocation. Another memo is on strengthening checkpoint procedures between community action programs and other anti-poverty agencies. This means that if one of our programs affects another agency the agency must be made aware of and comment on the program. We have been following this procedure all along, Mr. Tyson said. Two other memos relate to the waiver of increase in non-federal contribution requirement which gives Sargent Shriver certain discretionary powers in funding programs' the last one relates to Head Start training programs to insure proper teacher training and adequate compensation.

Proposals

Mr. Tyson reported that the letter of credit for Newark Legal Services arrived this week, three months after the project was approved. He added that the letters of credit from both the OEO and NYC sides of COPE have been received.

Operation Medicare Alert, he said, has been extended and we are seeking an extension for Newark.

PROP has not yet been funded because there are not enough funds available for pre-school programs. He said he had been in touch with Washington and learned that discretionary funds are available in Head Start and he is planning to send a memorandum to Regional OEO requesting that these funds be used for PROP.


Mr. Tyson said that the county office and UCC submitted an SBDC proposal and since Washington has said it would not fund both, we will be meeting next week with both the county officials and Small Business Administration to work something out.

The Teacher Aide proposal approved some months ago by the Board was rejected by OEO, he said, and he has notified the Board of Education and suggested that the proposal be either resubmitted under Titles I or III of the Education Act or to contact Mrs. Malone to get sides out of the Title V project.

Mr. Tyson said that the pre-school program for children of parents involved in the Title V Blazer program will be getting underway shortly. It is also anticipated that a program for children housed in the Children's Shelter will be started. In this connection, he said, there is a possibility that a reallocation of funds will be presented to the Board soon.

ADJOURNMENT: There being no further business the meeting was adjourned.

Respectfully submitted,


Beatrice V. Easley